



A newsletter about OEI programs, policies and people | December 2017

MESSAGE FROM OEI'S VICE PROVOST



Dear Emory Community,

In this season of celebration, I hope you will take the time to reflect on this past year with gratitude and appreciation. Even our toughest challenges can propel us to make positive and astute decisions and to be kind and peaceful.

On behalf of the Office of Equity and Inclusion, I extend to you the warmest wishes during this season and a bright New Year!

Best Regards,

Lynell A. Cadray

EMORY UNIVERSITY KING WEEK | SAVE THE DATES!



Emory University King Week | Celebrating the Life and Work of Dr. Martin Luther King, Jr. January 11-21, 2018

▪ **Thursday, January 11, 2018**

MLK Day Lecture hosted by Emory Law | 6 pm

Tull Auditorium/Gambrell Hall | Lecture by Rev. Raphael G. Warnock PhD

▪ **Monday, January 15, 2018**

Martin Luther King, Jr. Holiday

▪ **Wednesday, January 17, 2018**

King Week Keynote by Dr. Tim Wise | 5 pm

Cox Hall Ballroom

Martin Luther King, Jr. Celebration | 7:30 pm

Old Church/Oxford, GA with remarks by Dr. Beverly Tatum

- **Thursday, January 18, 2018**

MLK Celebration + Community Service Awards | 4 pm

Claudia Nance Rollins Auditorium/Rollins School of Public Health

Hosted by Rollins School of Public Health and Goizueta Business School

- **Sunday, January 21, 2018**

Beloved Community Worship | 10 am

Cannon Chapel with preaching by Rev. Dr. Dominique A. Robinson, VOIS performance, and lunch following in Brooks Commons

- **Saturday, February 3, 2018**

Emory Day On | varying times | in coordination with Volunteer Emory

Emory University King Week events brought to you by: Department of African American Studies, Emory Campus Life, Emory School of Law, Glenn Memorial UMC, Goizueta Business School, Oxford College Religious & Spiritual Life, Rollins School of Public Health, Office of Spiritual & Religious Life, and Volunteer Emory.

WOMEN IN LEADERSHIP NETWORKING BREAKFAST



The Office of Equity and Inclusion hosted its inaugural Women in Leadership Networking Breakfast in November. The breakfast connected a diverse mixture of 120 faculty, senior leaders and mid-level managers from Emory University. Lynell Cadray, Vice Provost, opened the event, and challenged the attendees to connect with someone new over breakfast. The energy in the room was powerful and inspiring!

Internationally recognized law and society scholar, Martha Fineman, Robert W. Woodruff Professor of Law, Emory Law School delivered the keynote. Her topic, “Women and Responsibility”, included an exploration of women in leadership, as well as national data regarding women and their status in leadership positions. Dr. Fineman was introduced by Laney Graduate School Dean Lisa Tedesco.

Carol Kissal, Vice President for Finance and Chief Finance Officer, represented Emory’s new Professional Women’s Network Governance Committee, and shared the mission, vision and beginning stages for their first event which should take place in the New Year.

The attendees left inspired, energized and connected to other leaders as a result of this initiative.

AWARDS AND RECOGNITION



Lynell Cadray, vice provost for Emory’s Office of Equity and Inclusion, was among a dozen women tapped to receive the 2017 “Most Powerful and Influential Woman Award” from the National Diversity Council. Cadray received the award this past October at the council’s [Georgia Leadership Conference](#) in Atlanta. She is among a handful of top female executives working within the realms of business, law, health care, banking, higher education and professional sports to receive this year’s honor.

Source: Emory Report



Maurice Middleton, senior director for Emory’s Office of Equity and Inclusion, was among fourteen Emory employees selected as this year’s winners of the Emory University Award of Distinction. Since 1985, the award has annually recognized staff members who have made outstanding contributions to the Emory community. Honorees were celebrated at a dinner on Oct. 19 with Emory President Claire Sterk and received a \$1,000 award.

Source: Emory Report

MEET THE OFFICE OF TITLE IX STAFF



Judith Pannell is the Title IX Coordinator for Students and the Director of the Office of Title IX. Judith, who began her role in September 2016, is responsible for coordinating responses to complaints of possible violations of the Sexual Misconduct Policy, 8.2, directly overseeing the investigation and adjudication of complaints, and coordinating possible remedial actions or other responses designed to reasonably minimize the recurrence of the alleged conduct as well as mitigate the effects of the harassment. Prior to assuming her position, Judith worked as the Special Assistant to the Senior Vice President and Dean of Campus Life and the Title IX Coordinator for Students.

Since arriving at Emory University in 2008, Judith also worked as the Associate Director of Student Conduct and Assistant Director in Residence Life. Prior to Emory, Judith worked in university housing at Arizona State University. She is currently a doctoral candidate in the Student Affairs Leadership Program at the University of Georgia.



Supria Kuppuswamy returns to Emory as the university's new Title IX coordinator and special assistant to the vice provost for equity and inclusion, after previously serving in Emory Law's Office of Career Services from 2006 to 2009. Supria Kuppuswamy joined Emory Oct. 2 as the university's new Title IX coordinator and special assistant to the vice provost for equity and inclusion, bringing years of experience in diversity management to the role.

Kuppuswamy oversees the university's response, obligations and responsibilities to Title IX and ensures the Title IX policy, procedures, protocols and practices are in alignment with federal regulations. She also develops and delivers university-wide training programs for faculty, staff and students for the Office of Title IX, a unit of the Office of Equity and Inclusion, and will represent the Office of Equity and Inclusion in all matters related to Title IX and other compliance initiatives.

Kuppuswamy earned her BA in English from Vanderbilt University and her JD from Washington University in St. Louis School of Law.

Source: Emory Report



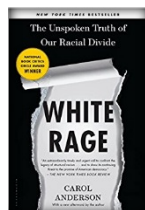
Jarmon DeSadier serves in the role of University Title IX Investigator where he conducts internal investigations into allegations of sexual violence, all forms of sex/gender based harassment and discrimination and any allegations that fall within Title IX. Jarmon has implemented updates to the current training and administered over 50 Title IX training sessions/orientations since joining Emory in April 2017. Jarmon's experience can be utilized to help the Emory community navigate through Title IX related issues or concerns.

Jarmon is a graduate of the University of Georgia and Florida Coastal School of Law. Jarmon gained professional experience in the areas of Human Resources, Title VII, and Title IX, having worked in the capacities of an Equal Opportunity Investigator/Trainer, Title IX Investigator, and Director of Employee Relations. Jarmon also holds 8 certifications in the areas of Title IX and Title VII.

BOOK CORNER | WHAT WE ARE READING



On Race 34 Conversations in a Time of Crisis by George Yancy
The need for clarity surrounding the significance of race and racism in the United States is more pressing than ever. This collection of interviews on race, some originally conducted for The New York Times philosophy blog, The Stone, provides rich context and insight into the nature, challenges, and deepest questions surrounding this fraught and thorny topic.” Source: Barnesandnoble.com



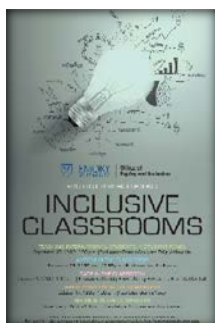
White Rage: The Unspoken Truth of Our Racial Divide by Carol Anderson, Ph.D.
“From the Civil War to our combustible present, acclaimed historian Carol Anderson reframes our continuing conversation about race, chronicling the powerful forces opposed to black progress in America.” Source: Amazon.com



The SPEED of Trust: The One Thing that Changes Everything by Stephen M.R. Covey

“For business leaders and public figures in any arena, *The Speed of Trust* offers an unprecedented and eminently practical look at exactly how trust functions in our every transaction and relationship—from the most personal to the broadest, most indirect interaction—and how to establish trust immediately so that you and your organization can forego the time-killing, bureaucratic check-and-balance processes so often deployed in lieu of actual trust.” Source: Amazon.com

INCLUSIVE CLASSROOM SERIES NOW ON VIDEO!



The Office of Equity and Inclusion sponsored five classroom dialogues designed to encourage conversations that affirm the value of inclusion, cultural diversity and accessibility. 200 faculty and staff participated in the series this past fall. A description of each workshop is below along with its YouTube link. We hope those who could not attend find these videos helpful.

- **Teaching International Students: A Student Panel:** [YouTube Video](#)
September 19th | Facilitators: Pamela Scully, Professor, Emory College and Philip Wainwright, Vice Provost for International Affairs
- **Autism In The Classroom:** [YouTube Video](#)
September 26th | Facilitator: Jennifer Sarrett, Co-Director of Disability Studies
- **Race In The Classroom:** [YouTube Video](#)
October 4th | Facilitators: Dorothy Brown, Professor of Law, Nancy Bliwise, Professor of Pedagogy and Ellen Ott Marshall, Associate Professor
- **White Privilege In The Classroom:** [YouTube Video](#)
October 17th | Facilitator: George Yancy, Professor
- **Religion In The Classroom:** [YouTube Video](#)
November 8th | Facilitators: Arri Eisen, Professor of Pedagogy and John Lysaker, Professor of Philosophy and Department Chair

Office of Equity and Inclusion

Emory University
Administration Building, Suite 305
201 Dowman Drive
Atlanta, Georgia 30322

Editor-In-Chief: Chaneta Forts, Assistant Director, AA/EO Data Analyst
General email: oei@emory.edu
General phone: 404-727-9867
Website: <http://www.equityandinclusion.emory.edu>

Please feel free to reach out to us with any questions, ideas or suggestions at oei@emory.edu.

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